

**Healthcare Workforce Development Division**

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SITE VISIT REPORT

California State University, Stanislaus, Bachelor in Nursing Science (BSN) Program
Report completed by: Manuela Lachica

Date: April 15, 2010

Time: 9:00 a.m.

Location: California State University, Stanislaus, (CSU Stanislaus)
One University Circle, Turlock, CA 95382

Discussion: Song-Brown staff met with Margaret Hodge, RN, EdD, Chair and Program Director of the Nursing Program and also with Debbie Tavernier, RN, MSN, faculty member. Dr. Hodge has been part of the CSU Stanislaus Nursing faculty since 2003. In 2007, Dr. Hodge became the Chair of the Nursing Department and continues to teach and advise students approximately 40% of her time. Ms. Tavernier, has been an associate nursing professor since 2002, she is also the Assistant Director for the Pre Licensure Nursing Program. Currently, Ms. Tavernier is pursuing her doctorate in Nursing Education.

The Nursing Department and BSN Program is located on the CSU Stanislaus campus in the Demergasso Bava Hall. The CSU BSN Program has been able to increase the enrollment of undergraduates in BSN pre-licensure nursing program by 10 students beginning in the Fall of 2009 with the aid of Song-Brown funds. Capitation funding from the Song-Brown Program have allowed the CSU Stanislaus BSN pre-licensure Program by 15%. The pre-licensure has been impacted and has only been able to admit less than 30% of qualified applicants annually.

Site Tour: The site visit included a tour of the BSN Program and of the simulation lab on campus. The simulation lab allows students to practice their nursing skills and to follow-up with a faculty member as needed. A visit to Emanuel Medical Center in Turlock was also completed as part of the site visit to a clinical training site in a Registered Nurse Shortage Area. The entire County of Stanislaus is designated as a Registered Nurse Shortage Area.

Findings: The program meets the goals and objectives of the Song-Brown Program.

SONG-BROWN HEALTHCARE WORKFORCE TRAINING PROGRAM

Registered Nurse Education Program Site Visit Evaluation Review

Training Program Information

Name of Training Program: California State University Stanislaus, Bachelor in Nursing Science

Date of Site Visit: April 15, 2010 Site Review Staff: Manuela Lachica, Song-Brown Program Director

Names and Titles of Persons Interviewed: Margaret Hodge, RN, EdD, and Debbie Tavernier, RN, MSN

Site visit questions relate to the Song-Brown Healthcare Workforce Training Act Standards for Registered Nursing Education Programs, established by the California Healthcare Workforce Policy Commission, pursuant to Health and Safety Code 128200, et seq. Each training program standard is presented in bold:

Section

I. Each Registered Nursing Education Program approved for funding under the Song-Brown Healthcare Workforce Training Act (hereinafter "the Act") shall be operated by an accredited California School of Nursing or shall be approved by the Regents of the University of California or by the Trustees of the California State University and Colleges, or shall be approved by the Board of Registered Nursing pursuant to Section 2834-2837, Article 8, Chapter 6, Div. 2, of the Business and Professions Code, or the Board of Governors of the California Community Colleges, and that is approved by the Board of Registered Nursing.

The following questions relate to Section I of the Training Program Standards:

1. Is the education program operated by an accredited California School of Nursing?

Yes ☒ No ☐ N/A ☐

2. Has the program been approved by one of the following entities?

The Board of Registered Nursing?

Yes ☒ No ☐ N/A ☐

The Board of Governors of the CA Community Colleges?

Yes ☐ No ☐ N/A ☐

The Trustees of the California State University?

Yes ☒ No ☐ N/A ☐

The Regents of the University of California?

Yes ☐ No ☐ N/A ☐

3. What is the NCLEX first time pass rate? For 2008/2009, the NCLEX pass rate is 94%,

4. What is the overall NCLEX pass rate? The overall pass rate is 97%.

5. How many students do you train each year? The program currently admits 50 students per year, plus 10 additional students with Song Brown Funding.

Comments: This is a 6 semester curriculum, thus there are approximately 180 pre-licensure students in the program at any one time.

Section

- II. Each Registered Nursing Education Program approved for funding under the Act shall include a component of education in medically underserved multi-cultural communities, lower socioeconomic neighborhoods, or rural communities, and shall be organized to prepare registered nursing services in such neighborhoods and communities.**

The following questions relate to Section II of the Education Program Standards:

1. Does the education program include a component of training in medically underserved multi-cultural communities, lower socioeconomic areas, or rural communities (hereinafter “component of training”) that is organized to prepare registered nurses for services in such neighborhoods and communities?
Yes ☐ No ☐ N/A ☐

If no, provide comments:

2. Describe the location of the education program’s “component of training”?
Check which category(ies) apply:

Training Site Name and Address	Medically Underserved Multi-cultural Community	Lower Socio- Economic Area	Rural Area	None of the Above
Doctor’s Medical Center 1441 Florida Ave Modesto, CA	X	X	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

3. Are all of the program's students required to spend part of their education in patient care in the "component of training"?
 Yes ☒ No ☐ N/A ☐

Did the site review include a visit to the "component of training"?
 Yes ☒ No ☐ N/A ☐

Comments: The site visit included a visit to Emanuel Medical Center that included a tour of the medicine and obstetrics areas.

4. Check all applicable categories that describe the "component of training"?

Name of Training Site	Site Designation*				
	Non-Profit Hospital	Private Hospital	VA Facility	County Facility	Government Owned or Operated Facility
Doctor's Medical Center		X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
St. Joseph's Medical Center	X	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
San Joaquin General Hospital	X	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Memorial Medical Center	X	X			
Emanuel Medical Center	X	X			

Additional comments relating to compliance with Section II of the Standards (optional):

Section

III. Appropriate strategies shall be developed by each education institution receiving funds under the Act to encourage Registered Nurses who are educated in the education program funded by the Act, to enter into practice in areas of unmet priority need for primary care family physicians within California as defined by the California Healthcare Workforce Policy Commission (hereinafter referred to as "areas of need"). Such strategies shall incorporate the following elements:

- A. An established procedure to identify, recruit and admit registered nursing students who possess characteristics which would suggest a predisposition to practice in areas of need, and who express a commitment to serve in areas of need**

- B. An established counseling and placement program designed to encourage education program graduates to enter practice in areas of need.**
- C. A program component such as a preceptorship experience in an area of need, which will enhance the potential of education program graduates to practice in such an area.**

The following questions relate to Section III of the Education Program Standards:

1. Does the program have an established procedure to identify, recruit and admit registered nursing students who possess or express the following characteristics?

- a) A predisposition to practice in areas of need? Yes ☒ No ☐ N/A ☐
- b) A commitment to serve in areas of need? Yes ☒ No ☐ N/A ☐

Comments: Students with permanent residence in our 6 county regions receive additional points toward admission. The program has determined that students from the geographic region are more likely to seek employment in this region upon graduation. Approximately 88-89% of graduates from the last 2 classes have remained in the area and work in areas of unmet need. In addition, many of the health care agencies hire the program's students as nurse externs. As a result of this experience, many of these students choose to remain with that employer upon graduation.

2. Check all applicable categories that describe the established procedure referenced in Section III of the Education Program Standards (above):

- a) Mission statement speaks to graduate deployment Yes ☒ No ☐ N/A ☐
- b) Website emphasizes underserved areas, populations Yes ☐ No ☒ N/A ☐
- c) Promotion of mission in interviews of training program applicants Yes ☐ No ☐ N/A ☒
- d) Weighting of underserved goals affecting ranking of applicants Yes ☒ No ☐ N/A ☐
- e) Special emphasis on recruiting registered nursing students from local community Yes ☒ No ☐ N/A ☐
- f) Developing core faculty with experience in underserved practices Yes ☒ No ☐ N/A ☐
- g) Formally promoting registered nursing careers in high schools, colleges Yes ☒ No ☐ N/A ☐

Other (describe):

3. Describe the portion of the curriculum geared towards cultural competency.
 a) If cultural competency training is not provided in the program explain why.
Description: Cultural competency is threaded throughout the curriculum. Effective with the incoming Fall 2010 admissions, those students will also take a course on Transcultural Nursing. This course is designed to strengthen the students' understanding of and ability to provide care to diverse populations.

4. Does the program have an established counseling and placement program designed to encourage nursing education program graduates to enter practice in areas of need?

Yes ☐ No ☒ N/A ☐

Does the program provide any type of support services for students?

- ☐ NCLEX Preparation -- Define the nature of your NCLEX
- ☒ Skills Lab preparation in space provided
- ☐ Tutoring below.
- ☐ Mentoring
- ☐ Safety Issue

Definition: The use of ATI testing is incorporated throughout the curriculum and achievement at a minimum of level 2 is required to pass the course. Students who are not successful receive one to one remediation assistance and are given 2 additional opportunities to pass. Test questions throughout the curriculum are written in NCLEX style in order to better prepare students for testing. During the final semester students take an ATI predictor test which identifies areas of weakness. Using this information, the seminar course focuses on providing problem based learning cases with an emphasis on areas needing improvement.

Are these services free to the students? The cost of the ATI is paid for by the students through course fees. Remediation and open skills lab are free to all students.

Yes ☐ No ☐ N/A ☐ See comments

5. Check all applicable categories that describe the established counseling and placement program referenced in Section III of the Education Program Standards (above):

- a) Faculty advisors/hospital management promote practice Opportunities Yes ☒ No ☐ N/A ☐
- b) Coordination with Health Professions Education Foundation's

RN education scholarships and loan repayment	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
c) Coordination with community healthcare employers in recruiting program graduates	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
d) A process matching registered nurses with underserved areas	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>

Additional comments relating to compliance with Section III of the Standards (optional):

Song-Brown Program questions:

1. What is the ratio of faculty to students during clinical training? The faculty to student ratio is one to ten.
2. Is the faculty member at the clinical training site with the students? A faculty member is present and assigned to the nursing students at all times during the clinical rotation.
3. If applicable, how do you feel your program benefited from Special Program funding? Not applicable. Although the program did not receive or request special program funding, the capitation funding has allowed the program to admit an additional 10 students and has provided support for a coordinator who will be developing an introductory "boot camp" for new students. This project is designed to provide entering nursing students with assistance in study skills, medical terminology, team work and communication etc. Without the coordinator support provided by Song Brown funds the program would not be able to provide this service.
4. Are your students required to do any community service hours? If not, why? Yes, program students are required to complete Community Service hours in Pediatrics and Community Health.

The following are general questions relating to the administration of the Song-Brown Registered Nursing Education Program:

1. Do you have any concerns about any of the following processes established for the administration of the Song-Brown Act?
2.

a) The application for Song-Brown funds:	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
b) The oral presentations to the Commission	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
c) New funding mechanism	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
d) Awarding of funds	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
e) The contract process	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
f) The invoice process	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
g) RNSA methodology	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

3. Is there any information about the Registered Nursing Education Program not covered by the above questions that should be noted or included with this site visit report?
If yes, please comment:
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